

**The Railroad Commission of Texas  
Report on Staff Compensation  
Published in Compliance with  
Government Code, Section 659.026  
As of September 1, 2019**

## **Staff Compensation**

Legislation passed during the 83<sup>rd</sup> Legislature requires state agencies to provide information regarding staff compensation online. In accordance with Government Code, Section 659.026, the Railroad Commission (RRC) provides the following information:

**659.026(b) requires the following seven (7) categories of information to be made available on the Internet:**

- (1) **The number of full-time equivalent employees employed by the agency:**

<b>Number of RRC Employees as of September 1, 2019</b>	<b>Fiscal Year 2020 FTE Max</b>	<b>Fiscal 2021 FTE Max</b>
796	870.5	870.5

Source: General Appropriations Act for the 2020-2021 Biennium.

- (2) **The amount of legislative appropriations to the agency for each fiscal year of the current state fiscal biennium:**

<b>FY 20 Legislative Appropriations</b>	<b>FY 21 Legislative Appropriations</b>
<b>\$138,013,140</b>	<b>\$143,884,484</b>

Source: General Appropriations Act for the 2020-2021 Biennium.

- (3) **The agency's methodology, including any employment market analysis, for determining the compensation of executive staff employed by the agency, along with the name and position of the person who selected the methodology:**

The HR Director, in consultation with the Executive Director, determines executive staff compensation based on experience, merit, skill, and type of work performed. The HR Director, in consultation with the RRC's three elected Commissioners, determine the salary for the Executive Director.

- (4) **Whether executive staff are eligible for a salary supplement:**

No employee of the RRC is eligible for salary supplements.

- (5) **The market average for commission of similar executive staff in the private and public sector:**

Reference the State Classification Team's "A Biennial Report on the State's Positions Classification Plan" and "A Report on Executive Compensation at State Agencies."

- (6) **The average compensation paid to employees employed by the agency who are not executive staff:**  
**\$5,141.48/mo.**

Source: CAPPS (as of September 1, 2019; the average salary based on compensation for positions filled by FTE's, excluding executive staff.)

- (7) **The percentage increase in compensation of executive staff for each fiscal year of the five preceding fiscal years and the percentage increase in legislative appropriations to the agency each fiscal year of the five preceding fiscal years:**

<b>Fiscal Year</b>	<b>Appropriations Source: General Appropriations Act</b>	<b>Percent Increase (Decrease) in Appropriations</b>	<b>Payroll for Executives *</b>	<b>Percent Increase in Payroll for Executives</b>
<b>2016</b>	\$87,134,434.00	10.5%	\$1,097,916	
<b>2017</b>	\$87,395,096.00	.30%	\$1,112,802	1.29%
<b>2018</b>	\$148,141,671.00	69.5%	\$1,144,357	3.03%
<b>2019</b>	\$107,934,513.00	-27.1%	\$1,296,495	2.05%
<b>2020</b>	\$138,013,140.00	27.9%	\$1,316,764	1.97%

\* Executive Director, Asst. Executive Director/Director of Oil and Gas, Chief Information Officer, Chief Operations Officer, Chief Financial Officer, Oversight and Safety Director, Director of Surface Mining and Reclamation, General Counsel, Director of Communications. Note: Chief Operations Officer position created September 1, 2018.